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USDA Forest Service
Southern Region

Persons With
Disabilities
Program

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U.S.D.A. MAIL
AUG 5 1990
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Under this program, persons with disabilities will achieve increased access to and participation in all Forest Service programs, activities, and benefits. This includes recruitment, employment, advancement and retention in all types of jobs and at all levels of the organization. Emphasis will be placed on increasing: •awareness among Forest Service employees of our diverse work force and to get better acquainted with a segment of the labor pool that has a lot of productive talent; •the number of persons with disabilities in all occupations in the Forest Service; •the average grade level of employees who have disabilities; •and representation of disabled employees in all Forest Service activities, programs, and benefits.

What is the role of the Persons With Disabilities Program manager?

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The Persons With Disabilities Program manager (PWDPM) assists with awareness training for the agency's managers, supervisors, and staff at all levels. He or she addresses questions and concerns about supervising people with disabilities. PWDP managers provide information on job accommodations and assist with efforts to ensure the workplace is safe and accessible for all employees.



What is the definition of a “person with disability”?

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An individual with a disability is one who has a physical, cognitive, or sensory impairment that substantially limits one or more major life activities, has a record of such impairment, or is regarded as having such impairment. Examples include speech, hearing, or vision impairment; non-paralytic orthopedic impairment; partial or complete paralysis; and other impairments such as heart disease, learning disability, mental conditions, diabetes, respiratory disorders, and blood diseases.

How does this program function?

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PWDP managers advise and consult with the agency's supervisors at all levels. They identify problem areas and barriers that hinder participation of persons with disabilities in the workplace and in all agency programs and benefits. They work in cooperation with the regional accessibility coordinator and management teams on methods to remove these barriers. They may conduct

The Forest Service is building awareness of the needs and talents of employees with differing abilities.

The PWDP is an ongoing effort to increase employment and advancement of persons with disabilities.

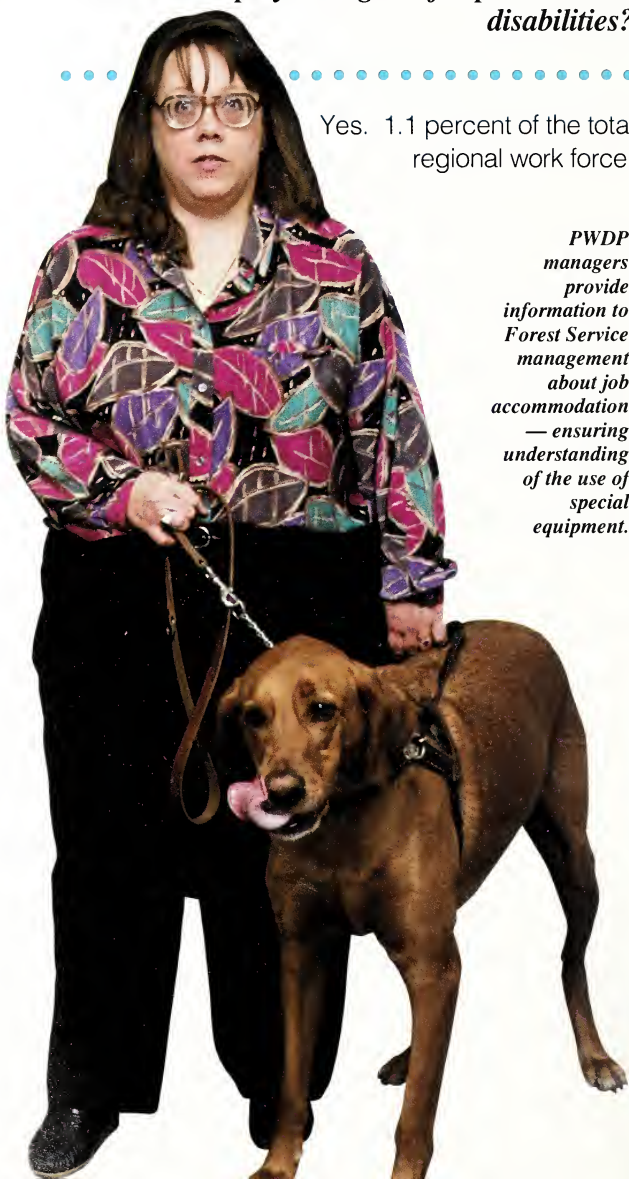


general awareness workshops, encourage managers to use certain recruitment techniques, answer questions about supervising people with disabilities, and develop work force goals, etc. It involves much behind-the-scenes work with management — analyzing policies, procedures, and practices that have an impact on employment and participation of persons with disabilities in our programs. They also recommend corrective actions.

Are there employment goals for persons with disabilities?

Yes. 1.1 percent of the total regional work force.

***PWDP
managers
provide
information to
Forest Service
management
about job
accommodation
— ensuring
understanding
of the use of
special
equipment.***



What is the Persons With Disabilities Program? This program (PWDP) was created to enable the Forest Service to gain the full range of skills that disabled people can offer. This program is an ongoing effort to help supervisors examine ways to increase employment and advancement of persons with disabilities.



One goal of the program is to ensure the workplace is safe and accessible for all employees.



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Who are the PWDP manager's in the Forest Service, Southern Region, and forests?

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In the locations listed below, they are:

Washington Office

Name

Telephone Number

Regional Office

Name

Telephone Number

Forest / District

Name

Telephone Number

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For further information,
check your unit's AEP,
FSM 1700, FSH 1709.11,
or contact your unit's
civil rights office.
Telephone: 404/347-7358
FTS 404/347-7358



USDA Forest Service

Southern Region
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